

**Raymond E. McAlpin
Arbitrator**

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Raymond E. McAlpin has issued over 3000 awards since 1981. He holds appointments to the Labor Arbitration Rosters of the American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, Employee benefits Claims Panel, Illinois State Labor Relations Board, Illinois Educational Labor Relations Board, Wisconsin Employee Relations Commission, Indiana Education Employee Relations Board and the Illinois Board of Education. Numerous awards have been published. He is currently a member of the National Academy of Arbitrators. He also served as the Chair of the Labor Advisory committee of the Chicago region of AAA and the Secretary of the Chicago Arbitrator's Committee.

Prior to 1981, Mr. McAlpin spent over fifteen years in industry holding such positions as Director Employee Relations, Borden Confection; Assistant Director Corporate Labor Relations, Borden, Inc.; and Divisional Manager of Industrial Relations, M.S.L. Industries, Inc. In addition to general human resources activities, he has acted as chief spokesman in over 200 labor contract negotiations with 20 international unions and was an advocate in numerous arbitrations.

Mr. McAlpin was a member of the faculty of the Keller Graduate School of Management (1978 to 2000) and Roosevelt University (1973-1979) and has conducted seminars on such topics as arbitration practice and collective bargaining. He has been a member of the Fireman and Oilers Union and the International Union of Operating Engineers. He holds a BA in Psychology from Marquette University and an MBA/Industrial Relations from Loyola University.

PERMANENT PANELS:

**City of Chicago/various Unions
Cook County/various Unions
Illinois Schools/IEA
Teamsters/various companies
AFSCME/ State of Illinois
Carmen/ Union Pacific
IBEW/Excelon
AFSCME/State of Illinois**

INDUSTRIES ARBITRATED: Agriculture, Aluminum, Automobile Dealers, Auto and Truck Rental, Baking, Beverage, Brewery, Broadcasting, Building

Material, Cable Television, Canning, Chemical, Clothing, Clerical, Colleges, Construction, Construction Equipment, Communications, Correctional, Dairy Products, Education, Electrical, Fire Fighters, Feed and Fertilizer, Food, Furniture, Health Care, Health and Welfare, Grocery, Insurance, Iron and Products, Machinery, Machine Tool, Metal Fabrication, Paint and Varnish, Paper, Packaging, Pension, Police, Plastics, Printing, Printing Ink, Public Sector, Railroad, Rubber, Special Education, Steel, Sugar Refining, Retail, Telecommunications, Textiles, Transportation, Transit, Trucking and Storage, Upholstering, Warehousing, Wood Working.

ISSUES ARBITRATED: Substantive and procedural arbitrability, Interest arbitration public and private sectors, discharge, discipline (including multiple cases and cases with EEO, ADA, ADEA, sexual harassment or ULP concepts), alcohol and drug issues new or reopened contract terms, unit determinations, job evaluation, rate analysis, incentive systems, trustee (health, welfare & pension) disputes, contract interpretation such as: seniority, overtime, plant closing, pay, hours of work, holidays, vacation, sick pay, assignment of work, job bids, bumping rights, plant rules, production standards, manning, scheduling, health and welfare, pension, premium pay, layoff-recall, management rights, leaves of absence and FMLA, sub-contracting, successors, working conditions, medical fitness, effective date of contract, existence of collective bargaining agreement, job assignment, moonlighting, privacy and constitutional issues.